

# **Rural Expansion of Afghanistan's Community-Based Healthcare (REACH) Project: Gender Strategies and Activities**

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January 2006

This report was made possible through support provided by the US Agency for International Development, under the terms of Contract Number EEE-C-00-03-00021-00. The opinions expressed herein are those of the author(s) and do not necessarily reflect the views of the US Agency for International Development.

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## REACH GENDER STRATEGY & ACTIVITIES

### Strategy:

- Build cross-cutting linkages on gender among REACH program components
- Advocate for women at three levels of intervention; 1) REACH internal, 2) MOH, and 3) NGOs, especially REACH grantees
- Build capacity of Afghan colleagues on gender awareness
- Liaise with multi-sectoral initiatives (such as REACH *Learning for Life*) that enhance health outcomes in REACH provinces/districts
- Work toward developing a national gender policy

### Activities:

Activity	Cooperating Program Unit					Comments
	AQS	MOH	OPS	PSS	T&E	
1. Assemble and train a gender liaison group with representation from each program component of REACH	x	x	x	x	x	
2. Develop a gender training module with the gender liaison group	x	x	x	x	x	
3. Attend program unit staff meetings as possible/appropriate	x	x	x	x	x	
4. Identify the organizational status on gender as well as TA needs on gender among REACH grantees	x					
5. Participate in field monitoring of grantees with monitors	x					
6. Provide TA to REACH grantees	x					
7. Support MOWA/MOH to mainstream gender at the MOH		x				MOWA has funding from UNIFEM to mainstream gender in each Ministry.
8. Provide resource materials on gender to MOH Resource Center		x				Mostly English materials.
9. Conduct a gender training at the provincial level :	x		x	x	x	Provincial MOWA could conduct

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PHCC, REACH grantees, and REACH field staff, etc.						training.
10. Gender training for MOH Managers		x			x	MOWA has trained 6 MOH staff in gender awareness. These 6 people are key persons to train others at MOH.
11. Support the development of REACH HR strategy esp. to increase more female employees			x			Especially regarding female monitors.
12. Ensure a working environment that is friendly and conducive to female employees in REACH offices			x			e.g. creation of nursery in REACH Kabul office
13. Liaise with other sectoral activities ( <i>Learning for Life</i> , other adult education/literacy, income-generation, agriculture, water and sanitation, community mobilization-NSP, etc) to build on existing initiatives in gender.				x		
14. Participate in on-going training activities including development/review of curricula and materials, workshops, and CHW assessment, etc. to ensure gender concerns are addressed.					x	
15. Research on women's access to healthcare (research to be conducted by Raquel Reyes from mid-June to mid-August 2004)	x		x	x	x	
16. Develop and monitor gender related indicators of REACH	x	x	x	x	x	
17. Collect best practices in gender in Afghanistan and integrate it into REACH activities where applicable	x	x	x	x	x	